



EMPLOYMENT TRIBUNALS

Claimant: Mr. D Gondalia

Respondent: Green Motion Leicester

JUDGMENT

The complaint that the claimant was unfairly dismissed is struck out.

REASONS

1. The Claimant complains of unfair dismissal. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years service to make an unfair dismissal complaint.
2. The Claimant was employed by the Respondent for less than two years. Therefore, the Claimant is not entitled to bring such a complaint.
3. The Claimant's reason that the complaint should not be struck out because it relates to unlawful discrimination is not a reason for not striking out the unfair dismissal claim. That is because such complaints about discriminatory dismissals are brought under the Equality Act 2010 not the Employment Rights Act 1996.
4. Accordingly, the complaint of unfair dismissal is struck out. The Claimant's discrimination complaints are not affected by this judgment.

Approved by:

Employment Judge Heap

Date: 30th January 2025